



## **RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

### **CABINET**

**20<sup>TH</sup> MARCH 2024**

### **ANNUAL EQUALITY REPORT 2022-2023**

#### **REPORT OF THE DIRECTOR OF HUMAN RESOURCES WITH RELEVANT PORTFOLIO HOLDER CLLR MAUREEN WEBBER, DEPUTY LEADER**

**Author(s): Melanie Warburton, Diversity and Inclusion Manager**

#### **1. PURPOSE OF REPORT**

This report provides information on the Council's Annual Equality Report for the year 2022-2023.

#### **2. RECOMMENDATIONS**

It is recommended that Cabinet:

- 2.1 Consider the comments and feedback, following pre-scrutiny by the Council's Overview & Scrutiny Committee, attached at Appendix 2; and
- 2.2 Agree to the content and publication of the Annual Equality Report.

#### **3. REASONS FOR RECOMMENDATIONS**

- 3.1 The Annual Equality Report has been developed to fulfil the Council's legal duties and obligations to report on its progress in delivering the General and Specific Equality Duties.
- 3.2 The report contains progress made in year 2022-2023 in meeting the Equality Objectives contained in the Council's Strategic Equality Plan.

#### **4. BACKGROUND**

- 4.1 The Public Sector Equality Duties in Wales which came in to force on 6<sup>th</sup> April 2011 included a requirement for public authorities (including Local Authorities and Schools) to report annually on how it has met the General Equality Duty set out in the Equality Act 2010.

4.2 Reporting requirements are set out in the following regulations;

- Regulation 7                      Collection and publication of information

- Regulation 9                      Employment monitoring reporting
- Regulation 16                    Reporting on compliance with the General duty.

4.3 The Council must report the above information on an annual basis, and publish by 31 March each year.

## **5. EQUALITY AND DIVERSITY IMPLICATIONS/SOCIO-ECONOMIC DUTY**

5.1 The Council must satisfy its public sector duties under the Equality Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties Councils must in making decisions, have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations based on protected characteristics.

5.2 An equality impact assessment is not required for this report.

## **6. WELSH LANGUAGE IMPLICATIONS**

6.1 A Welsh Language Impact Assessment has been prepared and is attached in Appendix B (to follow). This will be published on the Council's website together with a consultation document that outlines the proposal in further detail and in accordance with the requirements of the Welsh Language (Wales) Measure 2011.

6.2 A Welsh language impact assessment is not required for this report.

## **7. CONSULTATION/INVOLVEMENT**

7.1 The report was considered by the Overview and Scrutiny Committee on [26<sup>th</sup> February 2024](#) and the feedback is attached at appendix x (to follow).

## **8. FINANCIAL IMPLICATIONS**

8.1 There are no financial implications arising from this report.

## **9. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED**

9.1 The Annual Equality Report has been developed to meet the requirements in the The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, known as the Wales Specific Equality Duties.

## **10. LINKS TO THE COUNCIL'S CORPORATE PLAN ,NATIONAL PRIORITIES AND THE FUTURE GENERATIONS (WALES) ACT 2015**

10.1 The contents of the plan contribute to the priorities set out in the Corporate Plan.

10.2 Due regard has been made to all 7 well-being goals and the 5 ways of working, as contained within the [Wellbeing of Future Generations \(Wales\) Act 2015](#), which requires the Council to think about the long term impact of decisions, on communities to prevent consistent issues such as poverty, health inequalities and climate change.

**11. STRATEGIC OR RELEVANT TO ELECTORAL WARDS**

11.1 This applies to all electoral wards.

**12. CONCLUSION**

12.1 The Council's Annual Equality Report has been developed in line with legislative requirements and guidance produced by the Equality and Human Rights Commission.

12.2 The report highlights the positive work that the Council has undertaken to meet its equality objectives contained in the SEP.

12.3 The Annual Equality Report has to be published by 31 March 2024 in order to comply with legal requirements.

**Other Information:-**

***Relevant Scrutiny Committee-***

Overview and Scrutiny Committee

***Contact Officer:***

Melanie Warburton, Diversity and Inclusion Manager

**LOCAL GOVERNMENT ACT 1972**

**AS AMENDED BY**

**THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

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**Item: ANNUAL EQUALITY REPORT 2022-2023**

**Background Papers**

None

**Officer to contact:**

Melanie Warburton, Diversity and Inclusion Manager